

# Comparisons of Job Characteristics

**Focus Occupation:** [First-Line Supervisors of Non-Retail Sales Workers \(41-1012\)](#)

**Associated Occupation:** [First-Line Supervisors of Retail Sales Workers \(41-1011\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

|    |  |
|----|--|
| << | Focus occupation element is much lower             |
| <  | Focus occupation element is lower                  |
| 0  | Focus occupation element is at a similar level     |
| >  | Focus occupation element is at a higher level      |
| >> | Focus occupation element is at a much higher level |

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 88

**Focus Occupation:** First-Line Supervisors of Non-Retail Sales Workers (41-1012)

**Associated Occupation:** First-Line Supervisors of Retail Sales Workers (41-1011)

| Associated Occupation's Key Knowledge Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating |    | Evaluation of Focus Occupation                         |
|--|---------------------------------|--------------------------------|---------------------------|----|--|
| Customer and Personal Service                  | 11.3                            | 18.9                           | 14.9                      | << | Extensive education and/or training may be required    |
| Sales and Marketing                            | 5.2                             | 14.0                           | 17.9                      | >> | Current knowledge level is likely more than sufficient |
| Administration and Management                  | 8.4                             | 13.2                           | 13.4                      | 0  | Current knowledge level may be sufficient              |
| Personnel and Human Resources                  | 5.6                             | 10.2                           | 12.4                      | >  | Current knowledge level is likely sufficient           |
| Economics and Accounting                       | 4.4                             | 7.2                            | 13.3                      | >> | Current knowledge level is likely more than sufficient |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 96

**Focus Occupation:** First-Line Supervisors of Non-Retail Sales Workers (41-1012)

**Associated Occupation:** First-Line Supervisors of Retail Sales Workers (41-1011)

| Associated Occupation's Key Skills Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating |   | Evaluation of Focus Occupation        |
|---|---------------------------------|--------------------------------|---------------------------|---|---------------------------------------|
| Service Orientation                         | 7.9                             | 10.8                           | 10.5                      | 0 | Current skill level may be sufficient |
| Management of Personnel Resources           | 6.9                             | 10.7                           | 12.6                      | > | Skill level is likely sufficient      |
| Persuasion                                  | 7.4                             | 10.1                           | 11.6                      | > | Skill level is likely sufficient      |
| Negotiation                                 | 6.8                             | 9.9                            | 11.4                      | > | Skill level is likely sufficient      |
| Management of Financial Resources           | 3.3                             | 8.1                            | 8.1                       | 0 | Current skill level may be sufficient |
| Management of Material Resources            | 3.7                             | 7.1                            | 8.1                       | > | Skill level is likely sufficient      |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 92

**Focus Occupation: First-Line Supervisors of Non-Retail Sales Workers (41-1012)**

**Associated Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)**

| Associated Occupation's Key Abilities Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating |   | Evaluation of Focus Occupation             |
|--|---------------------------------|--------------------------------|---------------------------|---|--|
| Speech Recognition                             | 9.9                             | 11.5                           | 13.9                      | > | Current ability level is likely sufficient |
| Fluency of Ideas                               | 7.6                             | 9.1                            | 11.0                      | > | Current ability level is likely sufficient |
| Mathematical Reasoning                         | 6.3                             | 9.0                            | 9.8                       | 0 | Current ability level may be sufficient    |
| Number Facility                                | 6.3                             | 8.4                            | 10.0                      | > | Current ability level is likely sufficient |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 100

**Focus Occupation: First-Line Supervisors of Non-Retail Sales Workers (41-1012)**

**Associated Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)**

| Work Activities   | Exclusivity of Activity |
|---|-------------------------|
| Access media advertising services                       | 75                      |
| Analyze sales activities or trends                      | 74                      |
| Assign work to staff or employees                       | 30                      |
| Conduct or attend staff meetings                        | 47                      |
| Conduct sales presentations                             | 75                      |
| Conduct training for personnel                          | 30                      |
| Consult with managerial or supervisory personnel        | 60                      |
| Develop advertising strategy                            | 84                      |
| Develop budgets   | 56                      |
| Develop policies, procedures, methods, or standards     | 21                      |
| Dictate correspondence                                  | 85                      |
| Direct and coordinate activities of workers or staff    | 3                       |
| Evaluate information from employment interviews         | 72                      |
| Evaluate performance of employees or contract personnel | 54                      |
| Explain rules, policies or regulations                  | 48                      |
| Hire, discharge, transfer, or promote workers           | 47                      |
| Inventory stock to ensure adequate supplies             | 65                      |
| Investigate customer complaints                         | 67                      |
| Maintain production or work records                     | 19                      |
| Make presentations                                      | 13                      |
| Monitor worker performance                              | 57                      |

|  |    |
|--|----|
| Order or purchase supplies, materials, or equipment                        | 35 |
| Oversee sales programs   | 89 |
| Oversee work progress to verify safety or conformance to standards         | 49 |
| Plan or organize work  | 51 |
| Prepare rental or lease agreement  | 89 |
| Prepare reports  | 8  |
| Provide customer service   | 14 |
| Publicize job openings   | 84 |
| Purchase office equipment or furniture                                     | 89 |
| Recommend improvements to work methods or procedures                       | 64 |
| Recommend personnel actions, such as promotions, transfers, and dismissals | 72 |
| Recommend purchase or repair of furnishings or equipment                   | 78 |
| Requisition stock, materials, supplies or equipment                        | 54 |
| Resolve customer or public complaints                                      | 54 |
| Resolve or assist workers to resolve work problems                         | 72 |
| Select software for clerical activities                                    | 85 |
| Use knowledge of written communication in sales work                       | 69 |
| Write advertising copy   | 87 |

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: n/a

**Focus Occupation: First-Line Supervisors of Non-Retail Sales Workers (41-1012)**  
**Associated Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)**

### Tools and Technologies

### Exclusivity

Tools and technology data is unavailable for one or both occupations.

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.